

# Qualifications and Training for TFCAs

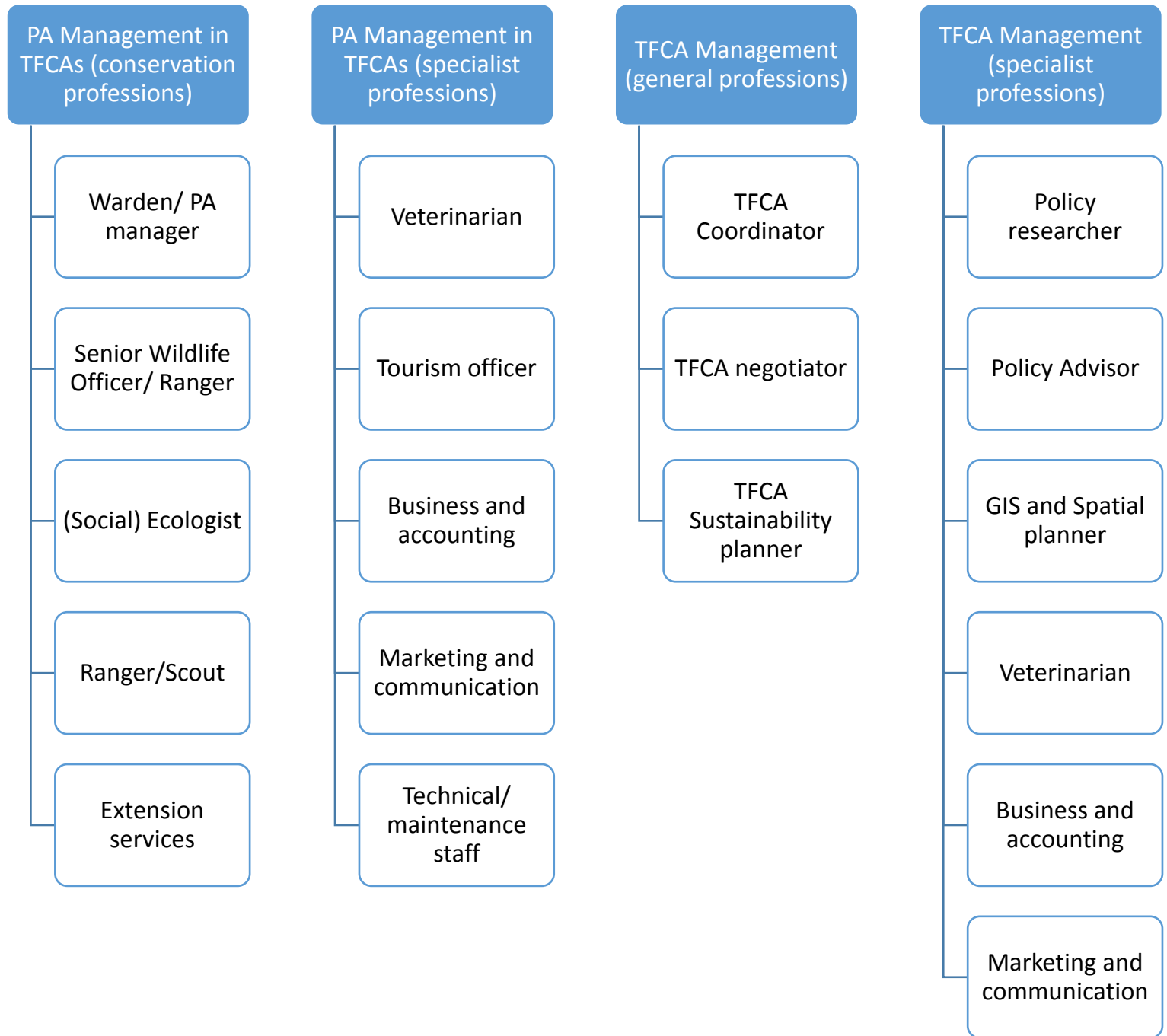
22 March 2017

Capacity Building CoP Session

SADC TFCA Network Meeting  
Holiday Inn, Sandton  
Johannesburg, South Africa



# Careers in TFCAs



# Careers in TFCAs cont'd

## Tourism in TFCAs

Hospitality Industry

Event Management

Guide

Tracker

Professional Hunter

## Community Development in TFCAs

Community liaison/outreach

Conflict resolution specialist

Skill-set identification specialist

## Research in TFCAs (Sciences)

Species research

Sustainability research

Veterinary research

Human health research

Ecosystem research

Socio-economic research

## Research in TFCAs (Humanities)

Governance research

Policy and law research

Tourism research

**NB: not exhaustive!**

# Qualifications for Careers in TFCAs (examples)

## Certificates

- Ranger Training
- Community Liaison
- Field Guides
- Tracker Training
- Professional Hunting
- Hospitality (various)
- TFCAs Management
- Specialist courses (short courses)

## Diplomas

- Nature Conservation
- Wildlife Management
- PA Management
- Tourism Management
- Hospitality Management

## Degrees

- BSc/ MSc (PA/TFCAs specialisation and Hospitality Management)
- Btech/MTech
- BA/ MA (Social Science; International Cooperation)
- MBA (Hospitality Administration)
- PhD

# Institutions offering training for Wildlife Management (TNA Regional report, 2013)

Country	Exit level and Job Category					
	Foundation	Certificate	Higher certificate / Diploma	Degree	advanced skills	special skills
	Skilled employees	Junior Management	Middle and Upper Management	Top Management	all	CBOs
Angola	through short courses by SAWC	none	not known	not known	through SAWC	none
Botswana	Botswana Wildlife Training Institute	Botswana Wildlife Training Institute	Botswana Wildlife Training Institute, Botswana College of Agriculture	none	NGOs	NGOs
Malawi	none	none	Shongoe College of Forestry and Wildlife	2 College WMR, 1 College, 1 University Forestry	NGOs, Shongone College	NGOs
Mozambique	none	none, partially through SAWC	Agrarian Institute of Chimoio	3 Universities (Forestry)	little NGOs	NGOs from other countries
Namibia	NGOs, private sector	none	Polytechnic of Namibia,	UNAM	NGOs	NGOs
South Africa	Southern African Wildlife College	Southern African Wildlife College	Tswana University of Technology	4 Universities	Southern African Wildlife College	SAWC, NGOs
Tanzania	Parsiani Wildlife Training Institute, College of African Wildlife Management	College of African Wildlife Management	College of African Wildlife Management	College of African Wildlife Management, 5 Universities	College of African Wildlife Management	Likuyu Training Institute
Zambia	Chunga Wildlife Training Centre, Nymaluma Wildlife Training Centre	through SAWC	through SAWC	3 Universities	none	NGOs
Zimbabwe	Mushandike College of WM	Mushandike College of WM	Mushandike College of WM	6 Universities with BSc, 3 with MSc	little, NGOs	little, NGOs

# Other Institutions offering training for TFCA careers

- SA College of Tourism – Hospitality and Tourism careers
- Wilderness Foundation (Umzi Wethu) - Hospitality
- Universities(South Africa): University of Pretoria (MSc in TFCA), University of Free State, University of North West

Are there any other institutions left out?

# Ranger Training – Certificate level

- Botswana Wildlife Training Institute (BW)
- Southern African Wildlife College (SA)
- Pasiansi Wildlife Training Institute (TZ)
- Chunga Wildlife Training Centre (Zam)
- Nyamaluma Wildlife Training Centre (Zam)
- Mushandike College of Wildlife Management (Zim)



Are there any other institutions that we can add to the list?



# Ranger Training

- **Key content:**
- **Offered by:**
- **Duration:**
- **Next intake:**
- **Recognition:**
- **Audience:**
- **Cost:**
- **Location:**

Can we achieve standardised training across the region?

ANTI-POACHING IN AND  
AROUND PROTECTED AREAS

*Training Guidelines for Field Rangers*





# Suggested curriculum – Ranger Training

Subject	Recommended minimum time allotment	
	Theory	Practical
Values & ethics	1 hour	Reinforced throughout training course
Concepts & principles of conservation and ecology	8 hours	4 hours
Criminal threats	1 hour	Reinforced throughout training course
Roles & responsibilities	1 hour	Reinforced throughout training course
Teamwork	0.25 hour	Reinforced throughout training course
Operational security	1 hour	1 hour
Human rights	1 hour	Reinforced throughout training course
Use of force	1 hour	Reinforced throughout training course
Community collaboration	2 hours	2 hours
Drill & discipline	2 hours	0.5 hours per day
Weapon handling (elective)		
Standard issue	3 hours	0.5 hours per day. Observed continually throughout training course
Specialist firearms	1 hour	1 hour per weapon system
Physical training	1 hour	1 hour per day
First aid		
For field rangers	12 hours	12 hours & reinforced throughout training course
For team leaders	20 hours	20 hours & reinforced throughout training course
Survival skills	8 hours	8 hours & reinforced throughout training course
Equipment and maintenance	1 hour	2 hours & an additional 15 minutes per equipment item
Camouflage & concealment	1 hour	5 hours of which 1 hour is after dark
Radio communications	1 hour	1 hour per communication system & reinforced throughout training course
Hand signals	1 hour	1 hour & reinforced throughout training course
Orienteering & navigation	8 hours	8 hours & reinforced throughout training course
Tracking		
Basic	3 hours	40 hours spread throughout the training course
Intermediate	1 hour	20 hours spread throughout the training course
Advanced	1 hour	20 hours spread throughout the training course
Wildlife protection legislation & court procedure	8 hours	2 hours
Evidence	4 hours	4 hours
Witnesses	2 hours	3 hours
Arresting procedures	1.5 hours	4.5 hours
Mission planning and orders	1 hour	2 hours
Marksmanship (elective)	1 hour	Practiced throughout the training course
Immediate action drills (elective)	1 hour	4 hours & reinforced throughout training course

# Suggested curriculum – Ranger Training (cont'd)

Patrols	2 hours	4 hours & reinforced throughout training course
Surveillance	4 hours	8 hours & an additional 1 hour for each spotting equipment
Rapid response to emergency situations (elective)	1 hour	4 hours
Searching & raids	Varying depending on applicable environment	4 hours, however will vary depending on applicable environment
Vehicle checkpoints	1 hour	4 hours
Temporary bases	1 hour	Reinforced throughout training course
Ambush	1 hour	5 hours during day and at night
Night operations	1 hour	6 hours & an additional 2 hours for each extra equipment item
Snaring & de-snaring	2 hours	2 hours with ongoing reinforcement throughout rest of training course; additional time may be required depending on the extent of snaring and types of snare used in the given area
Unexploded ordnance (elective)	8 hours	8 hours
Combatives	0.5 hours focusing on safety	24 hours, an additional 8 hours for inclusion of control & restraint, 8 hours for physical training, and 8 hours for self-defence
Standard operating procedures	1 hour	1 hour
Wildlife crime information	2 hours	2 hours
Basic crime scene response & photography	3 hours	4 hours
Basic identification of wildlife products	2 hours	3 hours
Interview & interrogate	1 hour	2 hours
Joint operations & cooperating with other law enforcement agencies	1 hour	0 hours
Waterborne operations (elective)		
Crew	3 hours	5 hours
Coxswain	16 hours	24 hours
Aerial support (elective)	1 hour	3 hours
Pesticide crime & poisoning (elective)	24 hours	3 hours
Data collection	2 hours	2 hours & reinforced throughout training course; additional time needed if specialist data are collected
Debriefing & reports	3 hours	2 hours

# SA College of Tourism



SA COLLEGE FOR TOURISM  
TRACKER  
ACADEMY



SA College FOR  
TOURISM

# Small Accommodation Establishments

- **Key content:** Nationally accredited Culture Art Tourism Hospitality & Sport Sector Education and Training Authority (CATHSSETA) skills development training programme consisting of core modules, hospitality related generic subjects (computer skills, personal health & hygiene, occupational health & safety, guest relations, service and communication, etc.) and a Life Skills Module (Job Preparedness included), aimed at developing candidates at entry level in 4 areas of hospitality operations:
  - Culinary skills (Assistant Chef)
  - Food & Beverages (Table Attendant)
  - Hospitality Operations (Assistant Housekeeper)
  - Customer Service (Front of House Reception)
- **Offered by:** SA College for Tourism
- **Duration:** 11 months: Full-time (i.e . students accommodated on campus)
- **Next intake:** January 2018 ; One intake per year – 3<sup>rd</sup> weekend in January each year
- **Recognition:** Certificate: NQF level 2: 70 % practical/operational and 30% theory
- **Audience:** The programme is aimed at newcomers to the hospitality industry who will work in one of the following jobs: Assistant Chef / Assistant Cook; Kitchen Cleaner / Laundry Assistant; Front of House Receptionist; Assistant Housekeeper; Table Attendant
- **Cost:** R83 000-00 per student (transportation to and from college, all learning and assessment materials, al training equipment and uniform, stationery,fu ll board & lodging including laundering of uniform
- **Location:** Graaff-Reinet – SA College for Tourism Campus; capacity to train 95 students annually - 30 places has been committed for 2018
- **Link:** <http://www.peaceparksfoundation.org/college.php?pid=28&mid=34>

# Hospitality Management

- **Key content:** Combination of two CATHSSETA accredited qualifications, aimed at developing candidates who have completed the Skills Development Training Programme at entry level in 4 areas of hospitality operations:
  - Culinary Art (Assistant Chef)
  - Food & Beverages Services
  - Hospitality Operations (Housekeeper)
  - Customer Service (Front of House Reception)
- **Offered by:** SA College for Tourism (SACT) in liaison with Drostdy Hotel , a wholly owned subsidiary of SACT
- **Duration:** 12 months: Full-time
- **Next intake:** One intake per year following completion of certificate at SACT
- **Recognition:** Certificate: NQF level 4: Professional Cookery, Food and Beverage Services
- **Audience:** Top 20 graduates of SACT who have successfully completed skills development training course at SACT Skills Programmes, preparing candidates for mid-management level positions
- **Cost:** R60 000 per student per annum all inclusive including monthly stipend of R2 000
- **Location:** Graaff-Reinet – Drostdy Hotel.
- **Link:** <http://www.peaceparksfoundation.org/college.php?pid=28&mid=34>

# Tracker Skills Programme

- **Key content:** CATHSSETA accredited training programme endorsed by the Field Guides Association of Southern Africa (FGASA ) aimed at accurately identify relatively clearly defined spoor of small to large animals occurring in the area of operation and systematically follow the spoor of a large ungulate (hooved mammal) under easy conditions. Identify the major living and non-living features of the natural environment in which s/he operates and interpret them at a level based mainly on observation.
- **Offered by:** SA College for Tourism Tracker Academy
- **Duration:** 11 months: full-time
- **Next intake:** Two intakes of 8 students per intake per annum– January and June with next intake June 2017
- **Recognition:** Certificate: NQF level 2: Tracker and FGASA Tracker Level 1 - 4
- **Audience:** The programme is aimed at training a new generation of 16 conservationists per annum who work in a conservation area in the following jobs:
  - Tracker
  - Game Ranger / Field Ranger
  - Nature Guide /Animal Monitor/Anti –poaching operative
- **Cost:** R110 00 per student all inclusive for 11 month sojourn at two campuses (5 and a half month each) in a semi-desert biome and a savannah/bushveld biome
- **Location:** Eastern Cape (Samara Private Game Reserve) and Mpumalanga (Londolozi Game Reserve)
- **Link:** <http://www.peaceparksfoundation.org/college.php?pid=28&mid=34>

# Lead Tracker

- **Key content:** Conduct fully accredited Recognition of Prior Learning Assessment on candidates who are already assumed competent and extensively experienced / skilled in the art of tracking and guiding. The RPL assessment will enable candidates to demonstrate their tracking and guiding skills:
  - Accurately identify relatively moderate to difficult spoor of small to large animals occurring in the area of operation and systematically follow the spoor of a large ungulate (hooved mammal) under moderate to difficult conditions. This competence will enable the learner to track dangerous game in a guiding context, and track a variety of animals in a context of hunting, anti-poaching or research purposes.
  - Identify the major living and non-living features of the natural environment in which s/he operates and interpret them at a level based mainly on observation.
- **Offered by:** SA College for Tourism Tracker Academy
- **Duration:** 8 Weeks
- **Next intake:** One intake per year – date depends on availability / demand
- **Recognition:** Certificate: NQF level 4: Lead Tracker
- **Audience:** Candidates who are already assumed competent and extensively experienced / skilled in the art of tracking and guiding but without the necessary nationally accredited recognition of their skills .
- **Cost:** R18 000 per trainee
- **Location:** Mpumalanga (Singita Game Reserve)
- **Link** <http://www.peaceparksfoundation.org/college.php?pid=28&mid=34>

# Southern African Wildlife College



**SOUTHERN AFRICAN  
WILDLIFE COLLEGE**





# Conservation Implementation and Leadership

- **Key content:** Communication, Conservation Administration, Principles of Financial Administration, Computer Literacy, Philosophy & ethics of conservation, Basic Ecology, Vegetation studies, Animal studies, Principles of personnel Management, Community Development and conservation, Cultural Heritage Management, Environmental education, Introduction to Eco-tourism, Conservation Law enforcement, Infrastructure Maintenance, Conservation Management planning.
- **Offered by:** SAWC
- **Duration:** one academic year, direct student contact sessions = two College blocks, practical = 16 weeks in workplace
- **Next intake:** January 2018
- **Recognition:** Higher Certificate (Nature Conservation)
- **Audience:** Potential protected area managers
- **Cost:**
- **Location:** SAWC campus and field sites
- **Link:** [www.wildlifecollege.org.za](http://www.wildlifecollege.org.za)

# Transfrontier Conservation Management

- **Key content:** Financial Management, Human Resources Management, Eco Tourism, Environmental Development Planning, Land use planning, Geographical information systems in conservation, Transfrontier conservation, Natural Resources protection, CBNRM, Biodiversity Management, Catchment management, Resource economics,
- **Offered by:** SAWC
- **Duration:** one academic year, direct student contact sessions = two College blocks, practical = 16 weeks in the workplace
- **Next intake:** January 2018
- **Recognition:** Advanced Certificate (Nature Conservation)
- **Audience:** Potential protected area managers
- **Cost:**
- **Location:** SAWC campus and field sites
- **Link:** [www.wildlifecollege.org.za](http://www.wildlifecollege.org.za)

# Dangerous Game Site Guide

- **Key content:** Creating guiding experience, Geology, Astronomy, Weather and climate, ecology, taxonomy, biomes, botany, arthropods, amphibians, reptiles, fish, birds, mammals, animal behaviour, conservation management and history, tracking, wildlife diseases, viewing potentially dangerous animals, handling firearms.
- **Offered by:** SAWC
- **Duration:** 75 days
- **Next intake:**
- **Recognition:**
- **Audience:** Entry level people with and interest in nature guiding, field rangers
- **Cost:**
- **Location:** SAWC
- **Link:** [www.wildlifecollege.org.za](http://www.wildlifecollege.org.za)

# Professional Hunting

- **Key content:** Effective communication, analyse information, statistics, maths, ethics, legislation, animal sizes (trophy size), animal behaviour, firearm handling, tracking, guiding, processing trophies for dispatch
- **Offered by:** SAWC
- **Duration:** 2 years, 18 months on site, 6 months practical
- **Next intake:**
- **Recognition:** FET Certificate
- **Audience:** individuals interested in Professional Hunting (older than 22, good physical and mental stamina, good communication skills)
- **Cost:**
- **Location:** SAWC (on site), Employer (practical)
- **Link:** [www.wildlifecollege.org.za](http://www.wildlifecollege.org.za)

# Natural Resource Management

- **Key content:** Conservation ethics, manage area integrity, compliance and enforcement, legislation, PA planning, plant management, wildlife management, integrated catchment management, cultural heritage, infrastructure, soil erosion, manage teams, communication
- **Offered by:** SAWC
- **Duration:** one academic year
- **Next intake:** Jan 2018
- **Recognition:** National Certificate
- **Audience:** Aspirant protected area and natural resource managers. Current field staff, e.g. field rangers, general assistants, supervisors and junior managers
- **Cost:**
- **Location:** SAWC
- **Link:** [www.wildlifecollege.org.za](http://www.wildlifecollege.org.za)

# Mweka College of African Wildlife Management



# Ecotourism Planning and Management

- Key content: Ecotourism, Nature-based tourism, Destination Management, Tourism, Tourism Planning
- Offered by: College of African Wildlife Management, Mweka
- Duration: Three weeks full time
- Next intake: August, November
- Recognition: Certificate of Achievement
- Audience: Protected Area Managers, Tourism Officers, Tourism Investors
- Cost: 1500US\$
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Bachelor Degree in Wildlife Management

- Key content: Wildlife Management, Biodiversity Assessments, Protected Area Planning, Protected Area Management
- Offered by: College of African Wildlife Management, Mweka
- Duration: Three Years Full Time, 5 Years Part Time
- Next intake: October 2017
- Recognition: Bachelor Degree
- Audience: PA Managers/Wardens, Game Ranchers
- Cost: <indicate cost for the course>
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)



# Bachelor Degree in Wildlife Tourism

- Key content: Nature-Based Tourism Management, Tourism Planning, Destination Marketing and Management,
- Offered by: College of African Wildlife Management, Mweka
- Duration: Three Years Full Time, 5 Years Part Time
- Next intake: October 2017
- Recognition: Bachelor Degree
- Audience: PA Managers/Wardens, Tourism Entrepreneurs
- Cost: <indicate cost for the course>
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Ordinary Diploma – Wildlife Management

- Key content: Wildlife Management, Biodiversity Assessments, Protected Area Planning, Protected Area Management, Wildlife Law-enforcement, Patrol Skills
- Offered by: College of African Wildlife Management, Mweka
- Duration: Two Years Full Time, 5 Years Part Time
- Next intake: August 2017
- Recognition: Diploma
- Audience: PA Rangers/Wardens, Tourism Officers, Tour guides, Community Based PA/Tourism Officers, Game Scouts
- Cost: <indicate cost for the course>
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Ordinary Diploma – Wildlife Tourism

- Key content: Wildlife Tourism, Customer Care, Guiding, Resource Interpretation,
- Offered by: College of African Wildlife Management, Mweka
- Duration: Two Years Full Time, 5 Years Part Time
- Next intake: August 2017
- Recognition: Diploma
- Audience: PA Rangers/Wardens, Game Ranchers, Community Based PA Officers, Game Scouts
- Cost: <indicate cost for the course>
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Basic Certificate in Wildlife Management

- Key content: Wildlife Management, Resource Identification, Ecological Data Collection, Paramilitary Techniques, Law enforcement, Anti Poaching Techniques
- Offered by: College of African Wildlife Management, Mweka
- Duration: One Year Full Time, 3Years Part Time
- Next intake: August 2017
- Recognition: Basic Certificate
- Audience: Game Scouts, Wildlife Rangers, Game Ranch Employees
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Basic Certificate in Wildlife Tourism

- Key content: Wildlife Tourism, Resource Interpretation, Tour Guiding, Paramilitary Techniques, Customer Care
- Offered by: College of African Wildlife Management, Mweka
- Duration: One Year Full Time, 3Years Part Time
- Next intake: August 2017
- Recognition: Basic Certificate
- Audience: Game Scouts, Tour Guides, Game Ranch Employees
- Location: Mweka, Moshi – Tanzania
- Link: [www.mwekawildlife.ac.tz](http://www.mwekawildlife.ac.tz)

# Regular Short courses offered at CAWM.

Price, duration and when next offered available on demand

- Tropical Ecology and Conservation
- Conservation action planning and financial reporting for CBNRM
- Wildlife Inventory and monitoring for CBNRM
- Tour Guiding and Interpretation
- Professional Walking Safari
- GIS for Conservation
- Natural Resources Entrepreneurship
- Ecological Monitoring in Protected Areas
- Natural Resources Policies and Procedures for CBNRM
- Wildlife Tourism Management
- Applied Firearms in Wildlife Management
- Destination Management for Wildlife Areas
- Cultural Tourism Promotion and Management
- Principles of Protected Area Planning
- Plants Identification and Herbarium Techniques
- Birds Identification and Interpretation
- Governance in Natural Resources Management

# Mushandike College of Wildlife Management



# About Mushandike College

- Mushandike College of Wildlife Management, is a college wholly owned by Parks and Wildlife Management Authority in the Ministry of Environment, Water and Climate
- It is duly registered with the Ministry of Higher and Tertiary Education, Science and Technology development as a Government Technical and Vocational Education and Training (TVET) institution in terms of Zimbabwe Manpower Planning and Development Act Chapter 28:02 of 1996 as revised in 2003.
- The college is a registered Higher Examinations Council (HEXCO) examination centre.
- Mushandike College is an affiliate institution of National University of Science and Technology (NUST).



Food for thought.....



# What Does Mushandike College Offer?

Courses	Duration	Level	Accreditation Status
<b>Wildlife Management (HEXCO)</b>	One year	NFC	Accredited
<b>Accountancy (HEXCO)</b>	One year	National Certificate	Accredited
<b>Wildlife Management (HEXCO)</b>	One year	National Certificate	Accredited
<b>Information Technology (HEXCO)</b>	One year	National Certificate	Accredited
<b>Accountancy (HEXCO)</b>	Two years	National Diploma	Accredited
<b>Wildlife Management (HEXCO)</b>	Two years	National Diploma	Accredited
<b>Information Technology (HEXCO)</b>	Two years	National Diploma	Accredited
<b>Wildlife Management (HEXCO)</b>	One & Half years	HND	Accredited
<b>BSc (hons) Wildlife and Protected Area Management in partnership with NUST.</b>	4 years for A levels and 2 years for HND holders	A level Biology/Agriculture. Or HND wildlife management	Affiliated to National University of Science and Technology (NUST), Zimbabwe